

Bassingbourn Community Primary School

Public Sector Equality Duty Statement

This policy was ratified on:	30th April 2026
Implemented on:	30th April 2026
Review date:	April 2027

Introduction

This document describes how the Governing Body of Bassingbourn Community Primary School intends to fulfil its responsibilities under the Public Sector Equality Duty regarding its workforce.

The Equality Objectives will be part of the School Improvement Plan and information will be published on the Equalities page of the school website.

Due Regard

Due regard means giving relevant and proportionate consideration to the duty or decision.

We will have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation, and any other conduct prohibited by the Equality Act.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations between people who share a protected characteristic and those who do not share it.

Collecting and Using Information

We will collect information to identify key issues in order to:

- Understand the impact of our policies, practices and decisions on people with different protected characteristics, and thereby plan them more effectively.
- Assess whether we are discriminating unlawfully when carrying out any of our functions.
- Identify what the key equality priorities are for our organisation.

We will collect information to assess performance in order to:

- Benchmark our performance and processes against those of similar organisations, nationally or locally.

We will collect information to take action against discrimination by:

- Taking steps to meet the needs of employees who share relevant protected characteristics.
- Identifying if there are any actions we can take to avoid discrimination and harassment, advance equality of opportunity or foster good relations.
- Making informed decisions about policies and practices which are based on evidence about the impact of our activities on equality.
- Developing equality objectives to meet specific duties.
- Having due regard to the aims of the general equality duty by ensuring that staff have appropriate information for decision-making.

We will work towards developing an equality profile of staff to help us to understand key equality issues in our workforce, including any evidence of pay gaps or ‘occupational segregation’, i.e. employees with certain protected characteristics being over-represented in particular roles, for

example, women as cleaners, or at certain grades. In addition, we note that it is likely to be useful to collect and consider information, appropriately disaggregated, about:

- Recruitment and promotion
- Numbers of part-time and full-time staff
- Pay and remuneration
- Training
- Return to work of employees on maternity leave, shared parental leave and adoption leave
- Return to work of employees following sick leave relating to a disability
- Appraisals
- Grievances (including about harassment)
- Disciplinary action (including for harassment)
- Dismissals and other reasons for leaving.

Publication of Equality Information

We will collect and use enough workforce information to effectively meet the general equality duty. Where relevant and proportionate we will publish on our website some information about the impact of our employment functions on people with the different protected characteristics in order to demonstrate compliance with the general equality duty.